

## Wellbeing in Registered Organisations survey results

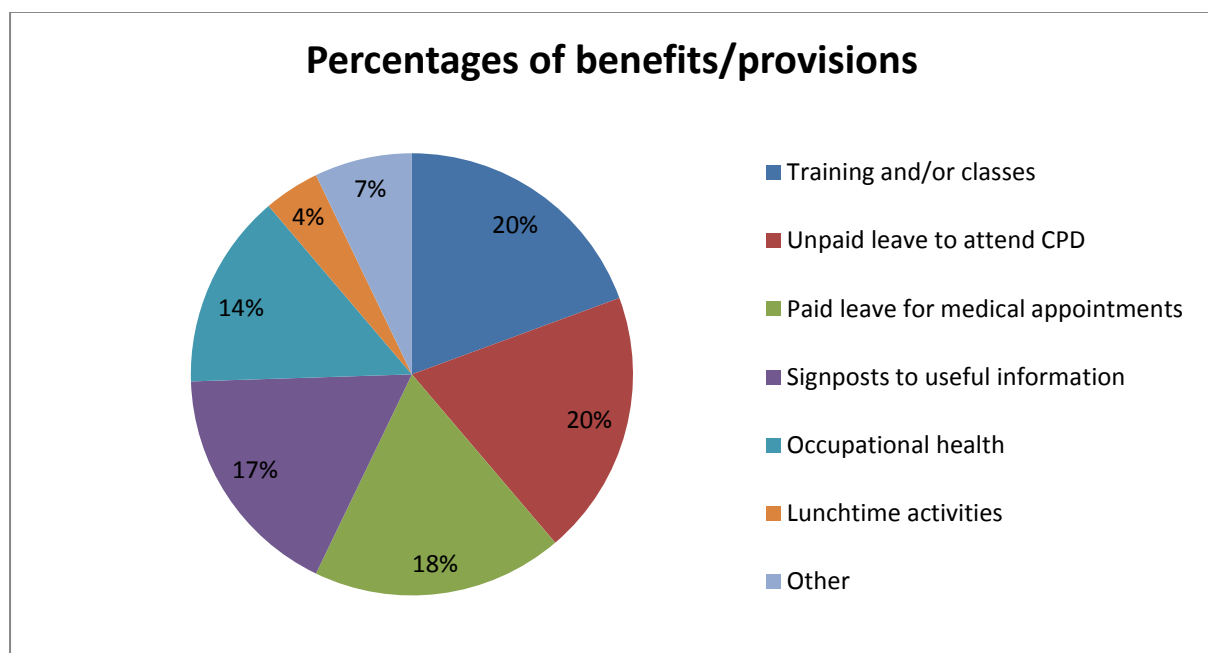
A working group was formed from Advisory Council members to look into wellbeing in the workplace and we now have a useful links page where you can access resources to help improve wellbeing in your organisation, or individually, with case studies and guidance documents [www.archaeologists.net/practices/wellbeing](http://www.archaeologists.net/practices/wellbeing).

We also undertook a survey to find out what ClfA Registered Organisations do to support their staff's wellbeing and to share good practice. Below is a summary of the findings.

### Benefits/provisions

We received 24 responses out of 82 Registered Organisations contacted. Of these 24, only 3 do not offer any wellbeing benefits to employees as they are not sure what they could offer, have financial constraints, are a small organisation, or have remote workers making oversight more difficult.

The benefits/provisions that the other 21 offer include



Other includes

- paid training for mental health first aiders
- access to a free counselling service
- flexible working
- paid leave to attend CPD workshops/training
- paid secondments to training excavations
- discounted gym membership and 7-day free trial
- Cross-offices Stress Management Group Consultation Board meeting three times a year in each office

### Policy

9 organisations have a wellbeing policy and 2 are in the process of finalising one. 13 do not have a policy but many of these have a close relationship with their staff and respect their needs and/or have fully trained mental health first aiders.

Where policies do exist, they are included as part of the staff manual, regular reviews or HR policy, including one with an anonymous staff representation system.

#### **Additional comments**

- Good staff relations and a responsible employer should form part of the company's ethos.
- The greatest asset is a company's staff and any organisation should want them to be happy and fulfilled.
- Strive to create an open and constructive atmosphere in the working environment.
- If staff know that they are being well cared for they are more content, less anxious and better able to deal with any problems professionally or personally.
- Joined Mates in Mind, a registered charity that provides a framework to raise awareness, address the stigma of poor mental health and improve positive mental wellbeing for the UK construction, and construction related industries.

#### **Recommendations**

Using the survey results, the working group have provided the following recommendations:

- Provide appropriate training for those in management or HR who can help deal with any issues about wellbeing that staff may have. This not only supports staff but also those managing any staff with wellbeing issues.
- Review your company's policy on wellbeing to check it is fit for purpose and if you do not have one, consider creating one.
- Ensure mental health and wellbeing are included in Risk Assessments for all aspects of work, including consideration of journey times, working away, lone working, and dealing with the public etc. and that staff are aware of where to seek support.
- Consider sharing good practice with other organisations and utilising shared schemes to reduce costs.
- Ensure staff members are aware of the wellbeing benefits or provisions that you offer. This can be formal, for example Occupational Health and First-Aid training, but can include more informal provisions, for example lunchtime activities or signposting useful information.